

C/SPD

Executive Committee
Review of
Military Reserve Program

PURPOSE: To determine, in the absence of formalized contingency or wartime plans, whether the Agency's Military Reserve Program should be retained, and if continued support is recommended, the future direction of the program.

BACKGROUND: The Agency Reserve Units were established in the 1950's based on a belief that military personnel would be required during an emergency or full wartime mobilization. At that time the Agency had large numbers of veterans holding reserve commission, who, if mobilized, would have created havoc for the Agency unless an internal mechanism existed for their active participation in the reserves and use by the Agency in any future mobilization. Against this background the Agency's Reserve Program was established and its objectives defined as follows:

- o To provide opportunities for Agency reservists to assume their responsibilities for maintaining military proficiencies and enable them to secure military advancement in military grades commensurate with their age and experience;
- o To enable Agency reservists, in a manner consistent with Security, to remain eligible for at least the same privileges which accrue to other reservists; and
- o To establish a pool of highly trained personnel to be part of the military service mobilization assignment to CIA.

(NOTE: In the absence of an authorized program of this type, many Agency reservists would have been forced to transfer to outside units in which case they would be a loss to the Agency in the event of mobilization, or alternatively, they would have had to resign their commissions.)

The Joint Military Reserve Training Command (JMRTC) meets the aforementioned objectives through a joint staff which conducts an annual training program, manages a special projects program in support of the Army Assistant Chief of Staff for Intelligence, monitors reservists project work for the Air Force and Marines, and with the assistance of the Military Branch in the Office of Personnel, manages a broad, year-round active duty training program for JMRTC members.

STAT The JMRTC has an authorized strength of positions allocated by DoD to meet contingency requirements and wartime/emergency plans. Reservists occupying these Agency dedicated positions are assured of being returned to the Agency in the event of mobilization whereas those assigned to outside reserve units are expected to mobilize with their respective units. The present combined on-duty strength of the JMRTC stands at personnel from various branches of the Armed Services This figure is down considerably from its peak of approximately in the late 1960s and can be expected to continue to decline as fewer employees with military experience enter the Agency, more employees (including those assigned to JMRTC) opt to join outside units for pay purposes, and senior members reach retirement eligibility. STAT STAT

STAT As previously mentioned reservists participating in units outside of the Agency's jurisdiction are expected to mobilize with their respective units in the event of a national emergency and thereby be lost to the Agency. However, it should be noted that the military has an excellent record of assigning military personnel to the Agency on a by-name request, and it can be assumed that this would hold true in an emergency situation. At last count there were approximately employees participating in outside units in all branches of the Armed Services and at various locations throughout the greater Washington metropolitan area.

COVER STATUS: The safeguarding of an individuals cover while assigned to the JMRTC, or an outside reserve unit, has been a longstanding concern of the Agency and in particular to CCS. Specific problem areas were covered by the Chief, Central Cover Staff in his memo to the Director of Personnel on 3 May 1982 wherein a proposal was made to issue a HN prohibiting membership of covert personnel in CIA dedicated units. There are ☐ reservists in the JMRTC who are under some type of cover arrangements and an additional ☐ employees assigned to outside units who have cover status. This mix of covert and overt personnel in the same military units and the increased computerization of reserve personnel records within the military services has made it increasingly difficult to conceal the identity of our covert employees from those having access to these records. CCS has explored these problems with the various Armed Services and representatives of the Joint Chiefs of Staff who have expressed a willingness to accommodate us in establishing new reserve units for covert personnel only. However, they point out that this would only be a temporary solution and such units could not exist long without compromise.

VALUE TO THE AGENCY: There are many intangible benefits for both the Agency and DoD derived from the reserve program. It provides a mechanism through which a large segment of the Agency's professional population is able to interface with the active military forces. This association presents an opportunity for the military and the CIA employee to improve their perspective concerning each others problems and increase rapport and cooperation. Another benefit the Agency gains is the related experience of active duty military training received by the reservists. Perhaps the strongest argument in terms of benefits can be made on the point that the Agency has complete operational control over the reservists

assigned to the JMRTC and thereby has the availability of a pool of individuals with expertise in both the Agency and military operations for utilization in the event of any mobilization.

COST TO THE AGENCY: Administration of the Agency's Reserve Program is the responsibility of the Staff and Military Branch within the Office of Personnel.

STAT under the supervision of the branch chief is dedicated in full-time support of this activity. During peak workload periods supplementary assistance is provided by assigned to the section. The combined cost of supporting this program, to include secretarial assistance, is estimated at approximately STAT
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EFFECT OF MOBILIZATION: It is assumed that member of the JMRTC would revert to military detail status and remain in their present assignment in the event of a general mobilization. This assumption is predicated on an outdated agreement (Command Relationship Agreement - CRA) drawn up between the Agency and DoD in 1957 and a 1967 Memo of Understanding which reaffirmed the special status of the Agency's military reserve program. However, DoD has repeatedly stated that these documents are no longer valid as written and continues to threaten withdrawal of the Agency's dedicated mobilization positions in the absence of a current wartime role for our reservists. The impact on the Agency and its mission would depend on the role reservists would be expected to fill in a mobilization mode. If they were expected to remain in their current positions and perform essentially the same duties as they are now doing, then the impact would be negligible. However, if they were expected to enhance strategic intelligence forces overseas in theaters of conflict and this required back-filling of their positions within Headquarters, then the Agency may well be confronted with a severe shortage of personnel in key positions.

In the case of those reservists assigned to outside units, the impact of general mobilization could be expected to be more severe. These members are trained and compensated to perform in their military specialities as a unit and would be expected to mobilize as a unit in the event of a contingency or national emergency. In the event of mobilization there exist the possibility that the military would be agreeable to granting waivers on certain individuals but the Agency could certainly expect to lose a number of these employees. Without knowing precisely the numbers involved in outside units and their individual Agency function, it would be difficult to assess the impact on the Agency's mission with any degree of accuracy.

RESTRUCTURING OF JMRTC:

Implementation of the proposed new concept for the utilization of Agency reservists contained in the paper entitled "Wartime Role for CIA Military Reservists" developed by the Executive Planning Staff would require extensive restructuring of the present organizational elements of JMRTC, and a new approach to the training and administrative practices now in effect. The concept provides for the logical utilization of our reservists in a contingency or wartime situation and appears to be one that would have the support of the military services. However, before developing extensive organizational plans, training programs and administrative procedures to support this concept, it should be incorporated in a new memorandum of understanding, and agreed upon, between the Agency and the participating military services. It is this type of document that the services have been pressing for over the past few years in order to justify the existence of the present JMRTC - without it, there is no program.

SUMMATION: The foregoing is a narrative summation of the issues raised by the Executive Director in his memorandum to the Director of Personnel on 16 November 1982 regarding the Agency's Military Reserve Program. Additional statistical data has been developed, where appropriate, to support the various strength figures cited herein and is available at the committee's request. No attempt has been made to draw any conclusions regarding the validity of the Agency's continuing support of this program, or for its disbandment, but merely to present the EXCOM with requested information for use in their deliberation on the future direction of the program. It should be noted that the military departments (Air Force/Army) are knowledgeable of this review and appear prepared to support any recommendation which might be forthcoming from the committee.

OPTIONS FOR CONSIDERATION:

- Maintain the status quo.
- Disband the JMRTC and encourage Agency reservists to participate in outside units.
- Implement the mission and organizational concept proposed by the Executive Planning Staff.